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ANNUAL PLANNING REPORT

1980

Washington State

JOB SERVICE

Washington State
Employment Security Department
Dixy Lee Ray, Governor   Eugene Wiegman, Commissioner

Affiliated with
Employment and Training Administration
U.S. Department of Labor

ANNUAL PLANNING REPORT

FOR

WASHINGTON STATE

July 1980

A Labor Market Information report of the
Research and Statistics Branch
Washington State Employment Security Department

Prepared in cooperation with the
Bureau of Labor Statistics and the
Employment and Training Administration
U. S. Department of Labor

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1. Highlights

Nonfarm wage and salary employment in Washington State rose 28.6 percent between 1975 and 1979. Manufacturing increased 25.3 percent, led by electrical equipment, up 69.5 percent, shipbuilding, up 63.6 percent, and aerospace which increased 43.8 percent. Among the nonmanufacturing industries, construction, up 70.6 percent, finance, insurance, and real estate, up 38.0 percent, trade, up 33.6 percent, and services, up 33.9 percent, were the leaders.

In Fiscal Year 1980, total employment is expected to increase 65,900, well below the gain of 117,600 posted in 1979 but above the 53,300 average for the 1970-1979 period. The forecast for FY 1981 indicates employment will advance 60,400 or nearly the same amount as in the previous year.

The population of Washington increased by nearly one-half million (498,000), or 14.6 percent, from 1970 to 1979. This exceeded the national growth rate over the last two decades by more than 50 percent. The state's population is projected to be 4,201,700 by 1981.

The need for employment and training services is evidenced by a combination of related factors for which FY 1981 projections are available. It has been estimated that 299,900 persons will be eligible for one or more CETA programs, that up to 400,000 job applicants will register at local Job Service Centers, that approximately 100,000 public assistance recipients may require some form of employment related services, and that about 391,400 persons aged 16 and over will have incomes below the poverty level. Although there is considerable overlap among these groups, the total number of persons requiring job-related services is likely to exceed the number in any single group.

Characteristics of economically disadvantaged job applicants show a much greater than representative proportion of minorities and individuals with less than a high school education. Age also appears to be an influencing factor in the makeup of the disadvantaged. Spanish-Americans represent 4.5 percent of the non-disadvantaged but 5.0 percent of the disadvantaged, and while 24.5 percent of the nondisadvantaged have less than a high school education, 36.3 percent of the economically disadvantaged did not complete high school. Approximately 25 percent of the economically disadvantaged job applicants were under 22 years of age although that age group accounts for only about 18 percent of all persons of labor force age--from 16 to 64 years.

Although the economically disadvantaged are of special concern because they face many barriers to finding and retaining suitable employment, the majority of persons requiring employment and training services are not disadvantaged. Some are without employment for a few weeks, while others may be jobless for months, depending on economic conditions. Many who are in seasonal industries become unemployed each year.

Barriers confronting disadvantaged individuals in securing employment are both economic and non-economic, with the latter being the principal limiting factor in many instances. Among the major non-economic barriers are lack of education, job experience and/or job training, child care and transportation problems, physical and mental handicaps, and age and minority group status. Many disadvantaged individuals must overcome more than one of these factors before becoming employed.

Many female heads of households encounter problems of low pay on the one hand and high job related costs on the other (child care, transportation, etc.). Minorities still have greater difficulty securing suitable employment than others, despite significant progress in recent years. Many Native Amricans are at a locational disadvantage relative to employment and training facilities. Other gorups who are often confronted with multiple disadvantages are physically or emotionally handicapped, and youth entering the job market.

2. Description of State

A. Definition of Area

Washington State, the most northwesterly of the continental United States, is divided into east and west by the Cascade Mountain Range. These mountains are rugged with ridges between 3,000 and 8,000 feet. Several volcanic peaks reach above the 9,000 foot level, the highest of which is Mount Rainier (14,410 feet). The Cascades form a natural barrier between east and west, which results in striking contrasts in climate, vegetation, geography, population density, and economic activities.

The mountains provide many economic and recreational opportunities. The lower slopes of the Cascades are thickly forested on the western side; scattered stands of pine and alpine grasslands are common on eastern slopes. There are many rivers and lakes, and the skiing terrain is excellent.

Western Washington has a mild but relatively wet climate and can be divided geographically into three general regions. One is the Olympic Peninsula, an area dominated by the snow-capped Olympic Mountains. The heaviest rainfall in the continental United States is recorded here and the lower slopes are covered by thick rain forests. Southwest Washington, another region, is characterized by long periods of moderate rainfall and a geography consisting of coastal plains in the west and of high hills to the east that gradually extend to the foothills of the Cascades.

The Puget Sound region is the hub of industrial activity in Washington. This area can best be described as a valley between the Olympic and Cascade Mountains. It features an extension of the sea that reaches to the heart of western Washington. The valley and the Puget Sound waterway were carved out by a receding glacier about 13,500 years ago. Along the one hundred or so miles of Puget Sound are hundreds of islands and numerous bays and deep water harbors. Two of the three largest cities in Washington, Seattle (1979 population, 497,300) and Tacoma (1979 population, 157,800) are located on the sound as is the state capitol of Olympia, at its southern tip.

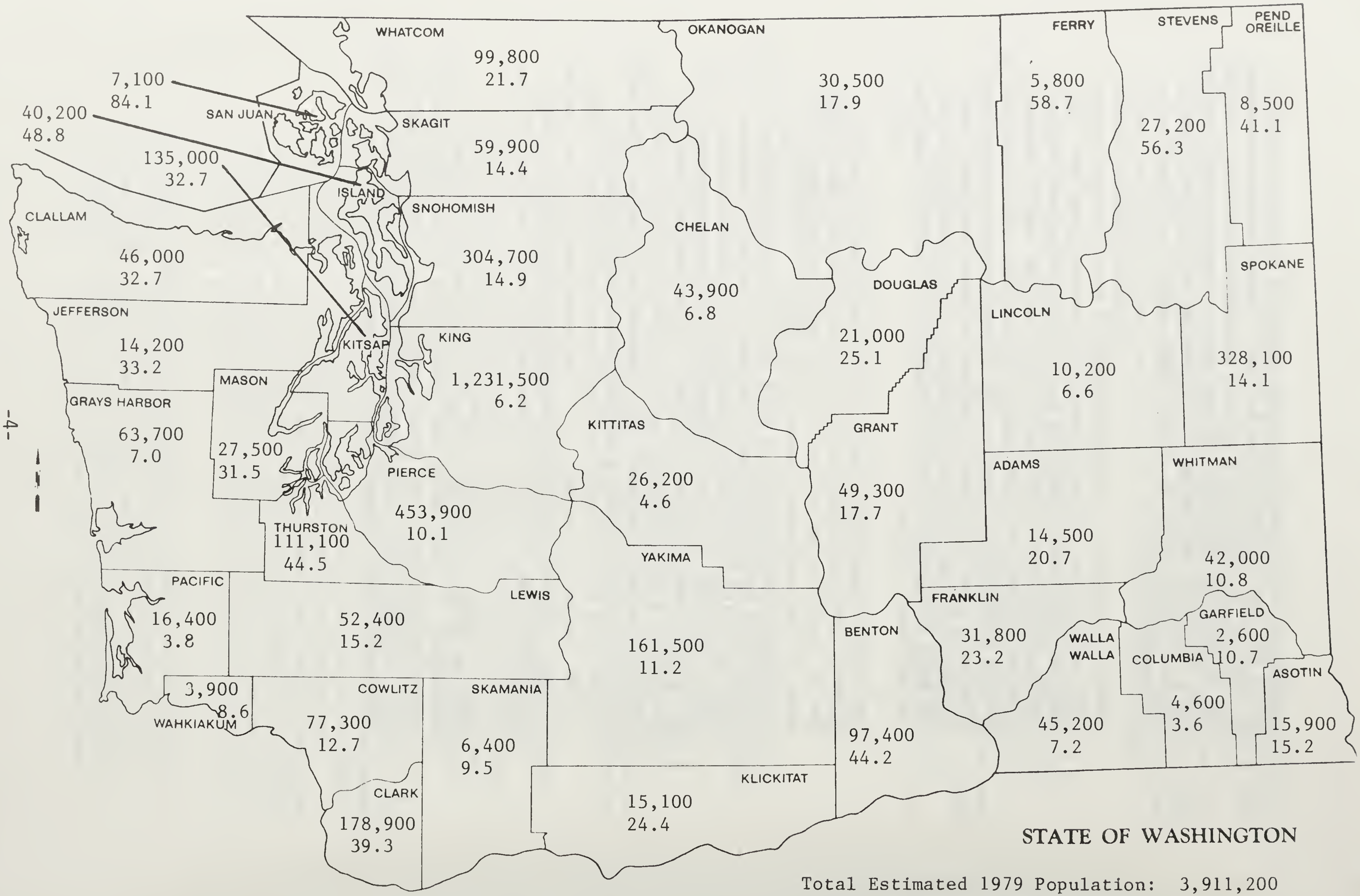
Eastern Washington is characterized by more extreme temperature variations and relatively little precipitation. The Okanogan Highlands extending east from the Cascade Range across north central Washington consists mostly of mountains, forested uplands and numerous river valleys. The remainder of eastern Washington, known as the Columbia Basin, consists of a mixture of plains; ridges; coulees; alluvial valleys; low, rounded hills of wind-deposited soil; and elevated plateaus. The area is higher around its margins, and slopes inward to low and level plains.

The varied topography within the Columbia Basin creates several sub-areas which differ in structure and topography. One of these is the Waterville Plateau, a high plateau situated in the northwest corner of the Basin. To the east is the Channelled Scablands, a belt of dry terraine carved by the floods from retreating glaciers into a series of coulees. The Palouse Hills, a sub-area occupying the eastern edge of the Basin, consists of low, rounded hills of wind-deposited soil along with some elevated plateaus at the base of the Blue Mountains to the south. A series of hilly ridges extending from the Cascades eastward into the southern part of the Basin forms a sub-area known as the Yakima Folds. Between the ridges is a rich alluvial valley formed by the Yakima River. In the center of the Basin is a sub-area known as the Central Plains. This sub-area and the Yakima Valley contains more than two-thirds of the irrigated agricultural acreage of the state.

Spokane (1979 population, 179,200), the second largest city in Washington, is located on the eastern rim of the Basin and is the major population and trade center of eastern Washington. The Tri-Cities (Pasco, Kennewick and Richland) and Yakima rank third and fourth, respectively, in population and trade.

MAP 1

POPULATION OF WASHINGTON COUNTIES - 1979 AND PERCENT CHANGES, 1970-1979



STATE OF WASHINGTON

Total Estimated 1979 Population: 3,911,200
Percent Change 1970-1979: 14.6

B. Population and Labor Force Characteristics and Trends

The population of Washington increased by nearly one-half million (498,000), or 14.6 percent, from 1970 to 1979. While this was well below the state's growth rate of nearly 20 percent during the 1960's, it exceeded the national growth rate over the last two decades by more than 50 percent. The slowing of the state's rate of population growth was mainly due to a recession in 1970-1972 which saw thousands of workers and their families move out of the state. From 1970 through 1973, 50,500 more people moved out than entered the state. Nearly all of the out-migration was from King, Snohomish, and Pierce counties -- areas hit by major cutbacks in aerospace employment. A drop in the number of births was also a factor in holding population gains down in the 1970-73 period. In 1974, a change occurred in both migration and the birth rate. Net migration changed from negative to positive and has added to population growth each subsequent year. A total net in-migration of 100,000 for the 1978-79 period was the largest for any year since 1970. The increased number of births in each of the last six years is due primarily to an increase in the number of women of child-bearing age.

Nearly one-half (48 percent) of the 1970-79 population growth occurred in nine counties whose combined 1970 population was less than 25 percent of the state total. All nine -- Benton, Clallam, Clark, Island, Kitsap, Spokane, Stevens, Thurston, and Whatcom -- grew mainly as a result of in-migration. Benton County (up 29,860) registered strong gains in construction and services employment with smaller gains in trade and manufacturing. Clark County (up 50,446) is part of the Portland Metropolitan Area, and while it has a substantial economic base of its own, many residents work in the Oregon portion of the area. To a large extent, population growth in the county depends on the availability of jobs in the overall metropolitan area. In Kitsap County (up 33,268), the influx of population was a result of the Trident project, still under construction, and a large increase in military personnel. Spokane County (up 40,613), as the service center for a great nonmetropolitan hinterland, attracted new residents with expanded employment in the trade, service and manufacturing industries.

Clallam County (up 11,230), Island County (up 13,189), Stevens County (up 9,795), and Whatcom County (up 17,817) owe most of their growth to the attraction of their predominantly rural character and their outstanding natural recreational opportunities and beauty. In-migrants have found employment in trade and services and, to a lesser extent, in manufacturing. A significant number of persons of retirement age have migrated to these counties.

The clearest example of the drawing power of a desirable environment is San Juan County, whose growth of 84.1 percent over the period was the most rapid in the state. Its numerical population gain, however, was quite small, 3,244.

Population of the King-Snohomish-Pierce counties area, which contained nearly 54 percent of the state's population in 1970, increased by only 153,145 or 8.3 percent. Two-thirds of the gain was from natural increase. Virtually all of the net gain from migration occurred after 1977. Prior to that, this area experienced a long period of out-migration.

For the state as a whole, out-migration occurred from 1969 to early 1973. While up to three-fourths of the counties experienced an out-migration during that period, from 65 to 88 percent of the total was from the King-Pierce-Snohomish area.

Although the state migration trend reversed in 1973-1974, the county trends were mixed for most of the decade. Net out-migration continued in Snohomish County through 1976 and in King and Pierce counties through 1977. Meanwhile, Clark, Spokane, Thurston, and Whatcom counties had been experiencing an increasing rate of in-migration since the beginning of the decade. This growth, along with similar growth in several smaller counties, started the upward in-migration trend for the state.

In-migration spread to a number of other counties even through the recession of the mid-1970's and continued to spread and accelerate during the economic recovery that followed. By 1979, all counties but Garfield were experiencing positive growth from migration. Record in-migration coupled with record natural increase produced a total population growth for the state of 3.4 percent during the 1978-79 period.

The age composition of the state's population has been shifting toward an older median for a number of years as the large number of persons born in the late 1940's and the 1950's has aged and as the birth rate has declined (Table 1). In the 1950's and early 1960's, the need was to provide schools and teachers for a greatly increased number of school age youth. In the 1970's, however, the need was to provide jobs for these people as they completed their schooling and joined the labor force. The fact that sufficient jobs have not been created for these individuals in part explains today's higher unemployment rates. Between 1970 and 1979, the total population of the state rose 498,000. Nearly all of this increase occurred in the labor force age range of 16-64.

Table 1

POPULATION BY AGE GROUP, 1970 and 1979
WASHINGTON STATE
(in thousands)

Age Group	1970	1979	Change 1970-79	Percent Change
Total Population....	3,413.2	3,911.2	+498.0	+14.6
Under 15	959.5	892.6	- 66.9	- 7.0
15-24	627.0	765.2	+138.2	+22.0
25-44	807.3	1,109.3	+302.0	+37.4
45-64	698.7	741.2	+ 42.5	+ 6.1
65 and Older	320.7	402.9	+ 82.2	+25.6

1970 Data from U.S. Census of Population.

The minority population of the state (nonwhites plus Spanish surname) increased from 6.7 to 8.1 percent of the state's population between 1970 and 1979. The minority group increase over the period was 39.1 percent compared with a gain of only 12.8 percent for whites (Table 2). Persons of Spanish surname were the largest minority in the state. In 1979 they accounted for approximately 30 percent of the state's 318,500 minority group members, while Blacks constituted nearly 28 percent.

The most recent state forecast (December, 1979) indicates continued growth during the expected national recession, but at reduced rates from that experienced over the last several years. We are entering our ninth year of continued economic expansion while the nation is suffering its second downturn over the same period. If the state forecast proves to be correct, population should increase by about 290,500 from 1979 to 1981. This will bring the population total to 4,201,700 (Table 3).

TABLE 2

POPULATION BY RACE/ETHNIC GROUP, 1970 AND 1979
WASHINGTON STATE
(in thousands)

Minority Group	1970	1979	Percent Change 1970-1979
Total Population	3,413.2	3,911.2	+ 14.6
White (not Hispanic)	3,184.3	3,592.7	+ 12.8
Total Minority	228.9	318.5	+39.1
Hispanic 1/	70.7	95.6	+35.2
Black	71.3	88.2	+23.7
Native American	33.4	52.7	+57.8
Asian 2/	44.1	70.1	+59.0
Other	9.4	11.9	+26.6

1/ Derived from the persons of Spanish language in the 1970 census.
2/ Includes Japanese, Chinese, Filipino, Hawaiian, Korean and Vietnamese.

Source: 1970, U.S. Census of Population; 1979 estimate, Office of Financial Management

By 1981, ethnic population in Washington is expected to total 345,300 or 8.2 percent of the state population. Of the ethnic population, it is expected that 102,900 (29.8 percent) will be of Spanish origin. Washington's Black population in 1981 is projected at 95,000 or 27.5 percent of the ethnic population. Persons of Spanish origin and Blacks are the largest ethnically identified groups in the state and currently represent, respectively 2.4 percent and 2.3 percent of the total population. Projections for 1981 show the same percentages.

The proportion of nonwhites and other ethnic minorities is relatively small in Washington State compared with the nation, but has been growing rapidly in recent years. Nonwhites (which does not include Spanish surname) accounted for 4.6 percent of the state's population in 1970, and is projected to increase to 5.8 percent in 1981. Between 1970 and 1979, the state's population rose 498,000 and over 64,700 of the gain was in the nonwhite population. Apparently most of those who left the state during the 1970-1973 period were unemployed white workers and their families, especially professionals and craftsmen who could afford to move.

TABLE 3

POPULATION BY SEX, AGE GROUP AND RACE ETHNIC GROUP STATE OF WASHINGTON, 1970 AND PROJECTED 1981

	Total Population 1970	Projected Population 1981	Percent Change 1970-1981
Total population	3,413,250	4,201,700	+23.1
Sex			
Male	1,695,703	2,101,900	+24.0
Female	1,717,547	2,099,800	+22.3
Age Group			
19 and under	1,289,184	1,318,100	+ 2.2
20 - 21	124,584	174,300	+39.9
22 - 44	978,579	1,521,400	+55.5
45 - 54	393,206	384,300	- 2.3
55 and over	627,697	803,600	+28.0
Race/Ethnic Group			
White (not Hispanic)	3,184,313	3,856,400	+21.1
Black (not Hispanic)	71,331	95,000	+33.2
Hispanic	70,746	102,900	+45.5
American Indian	33,400	56,700	+69.8
Asian/Pacific Islander	44,088	77,700	+76.2
Other	9,372	13,000	+38.7

Source: 1970 Census of Population; 1981 projection, Office of Financial Management.

As shown in Table 4, unemployment rates in the state, as elsewhere in the nation, are higher for women and nonwhites than for white males. However, during the 1970's, the rate for white females has approached more closely the rate for white males. There are more unemployed white females, but their representation in the labor force is increasing substantially, causing the unemployment rate for this group to drop. Only among white males is the number of unemployed declining. Thus, despite having the smallest percentage increase in labor force participation, they have the most marked decline in their unemployment rate.

TABLE 4

POPULATION AND LABOR FORCE, 1970 AND PROJECTED FY 1981, WASHINGTON STATE

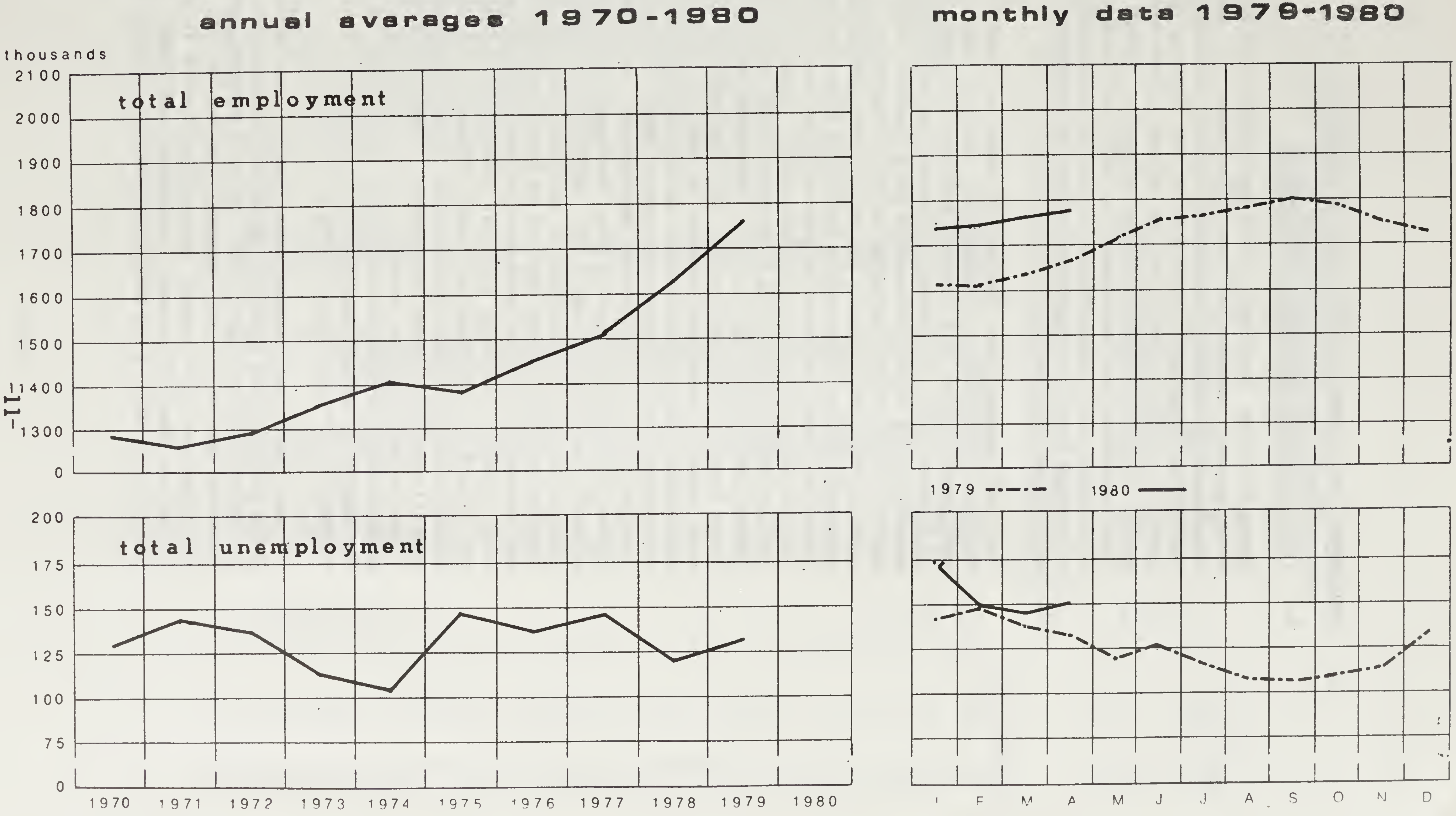
	1970					Projected 1981 1/				
		White 2/		Nonwhite			White 2/		Nonwhite	
	Total	Male	Female	Male	Female	Total	Male	Female	Male	Female
Population........................	3,413,244	1,617,943	1,643,021	77,841	74,448	4,201,700	2,010,900	2,099,800	122,900	119,500
Resident Civilian Labor Force......	1,410,000	858,100	496,300	32,900	22,700	2,034,900	1,118,200	811,900	57,800	47,000
Employment........................	1,281,000	786,250	446,300	28,300	20,150	1,866,000	1,036,800	739,400	48,500	41,300
Unemployment......................	129,000	71,850	50,000	4,600	2,550	168,900	81,400	72,500	9,300	5,700
Unemployment rate................	9.1	8.4	1011	14.0	11.2	8.3	7.3	8.9	16.1	12.1

1/ Because of changes in methodology these projections are not strictly comparable with those apprearing in prior publications.

2/ Includes Spanish surname.

CHART 1

TOTAL EMPLOYMENT AND TOTAL UNEMPLOYMENT
STATE OF WASHINGTON



3. Employment Developments and Outlook by Industry

A. Industry Trends Between 1975 and 1979

Nonagricultural wage and salary employment rose 357,200, or 29.3 percent, between 1975 and 1979 (Table 5). While nonmanufacturing showed the greatest growth, manufacturing also registered a healthy increase of 61,700 jobs--up 25.3 percent. The 1975 recession had a greater effect on the manufacturing sector than on nonmanufacturing industries. Most manufacturing industries lost employment in 1975, reflecting their loss of markets, but nonmanufacturing sectors responded to the continued growth of state population by expanding employment during the same period.

The state economy over the period compares favorably with national developments. Nationally, nonfarm wage and salary employment was up 16.3 percent between 1975 and 1979 versus 29.3 percent in this state. Although employment in state manufacturing industries was up 25.3 percent, manufacturing payrolls nationally increased only 14.5 percent. As was the case in the state, growth nationally was concentrated in the nonmanufacturing industries, basically trade and services. Growth in trade and service jobs in this state outdistanced the national performance substantially. Over the four-year period trade jobs rose 33.6 percent in the state versus 18.0 percent nationally, while state employment in the service group rose 33.9 percent versus 22.7 nationally. Washington also showed a much more substantial gain in construction employment than did the nation during this period. The one area where national gains approached those in this state was in state and local government employment. Nationwide, the number of state and local public employees increased 7.6 percent from 1975 through 1979. While the corresponding figure for Washington State is 18.6 percent, this is misleading because a large part of it resulted from adoption of a new benchmark for the estimates following extension of unemployment insurance coverage to local government in 1978. Actually, the growth in the state and local category in this state was slower than nationally due to only slight increases in local education payrolls over the period. Undoubtedly this reflects financial stringencies faced by local school districts as well as declining enrollments resulting from a drop in birth rates. The number of school aged youth (5-17), both in this state and nationally, has declined during the 1970's.

The most important change in the state's manufacturing industries between 1975 and 1979 occurred in aerospace. Employment in the industry was up 22,100, or 43.8 percent, over the four-year period. From its peak level of 106,300 reached in 1968, however, 1979 annual average employment in aerospace of 72,500 was down 21 percent. Aerospace employment for the nation as a whole also declined drastically after 1968. The

TABLE 5

RESIDENT CIVILIAN LABOR FORCE AND EMPLOYMENT IN WASHINGTON STATE
ANNUAL AVERAGE 1975-1979, IN THOUSANDS
AND PERCENTAGE CHANGE 1978-1979 AND 1975-1979

	Annual Average					Percentage Change	
	1979	1978	1977	1976	1975	1978 1979	1975 1979
RESIDENT CIVILIAN LABOR FORCE........	1,892.0	1,768.0	1,641.0	1,586.0	1,535.0	+ 7.0	+23.3
EMPLOYMENT........................	1,764.0	1,647.0	1,497.0	1,449.0	1,388.0	+ 7.1	+27.1
UNEMPLOYMENT......................	128.0	121.0	144.0	137.0	147.0	+ 5.8	-12.9
Percent of Labor Force...........	6.8	6.8	8.8	8.6	9.6	xxxx	xxxx

NONAGRICULTURAL WAGE AND SALARY WORKERS, PLACE OF WORK, ANNUAL AVERAGE 1975-1979 IN THOUSANDS, AND PERCENTAGE CHANGE 1978-1979 AND 1975-1979

	Annual Average					Percentage Change	
	1979	1978	1977	1976	1975	1978- 1979	1975- 1979
TOTAL NONAG. WAGE AND SALARY.........	1,576.0	1,485.6	1,367.0	1,271.4	1,218.8	+ 6.1	+29.3
TOTAL MANUFACTURING................	305.7	284.7	260.0	247.4	244.0	+ 7.4	+25.3
Durable Goods.....................	220.6	201.6	177.2	168.4	169.0	+ 9.4	+30.5
Lumber & Wood Products.........	52.8	55.1	54.0	51.0	47.2	- 4.2	+11.9
Furniture & Fixtures...........	3.3	3.2	3.0	2.9	2.7	+ 3.1	+22.2
Stone, Clay, & Glass Prod......	7.2	6.8	6.5	6.3	6.1	+ 5.9	+18.0
Ferrous Metals.................	4.2	3.7	3.3	3.0	3.7	+ 0.5	+13.5
Nonferrous Metals..............	13.2	12.7	11.4	11.6	11.0	+ 3.9	+20.0
Aluminum....................	11.3	10.9	9.7	9.8	9.2	+ 3.7	+22.8
Fabricated Metal Products......	11.3	10.8	10.1	10.0	10.1	+ 4.6	+11.9
Machinery......................	24.8	21.7	19.4	18.0	18.4	+14.3	+34.8
Machinery exc. Electrical....	14.8	13.5	12.3	11.9	12.5	+ 9.6	+18.4
Electrical Equipment.........	10.0	8.2	7.1	6.1	5.9	+22.0	+69.5
Transportation Equipment.......	93.6	79.8	62.7	59.3	64.2	+17.3	+45.8
Aerospace...................	72.5	59.8	46.1	45.0	50.4	+21.2	+43.8
Ship Building & Repair.......	14.4	13.2	10.4	9.0	8.8	+ 9.1	+63.6
Other Transp. Equipment......	6.7	6.8	6.2	5.3	5.0	- 1.5	+34.0
Other Durable Goods...........	10.2	7.8	6.8	6.3	5.6	+30.8	+82.1
Nondurable Goods................	85.1	83.1	82.8	79.0	75.0	+ 2.4	+13.5
Food & Kindred Products........	31.0	32.8	31.6	30.4	29.1	- 5.5	+ 6.5
Canned & Preserved Foods.....	10.3	11.6	11.2	11.0	10.6	-11.2	- 2.8
Apparel & Other Text. Prod.....	7.2	7.4	7.4	7.0	6.3	- 2.7	+14.3
Paper & Allied Products........	15.9	14.0	17.6	17.4	16.4	+13.6	- 3.0
Printing & Publishing..........	15.2	14.0	12.9	12.0	11.6	+ 8.6	+31.0
Chemicals & Allied Products....	8.5	7.9	7.3	6.5	6.3	+ 7.6	+34.9
Petroleum & Coal Products......	2.1	2.1	2.0	2.0	2.0	0.0	+ 5.0
Other Nondurable Goods.........	5.2	4.9	4.0	3.7	3.3	+ 6.1	+57.6
MINING & QUARRYING................	2.9	2.8	2.3	2.1	2.0	+ 3.6	+45.0
CONTRACT CONSTRUCTION..............	101.5	92.7	77.6	67.0	59.5	+ 9.5	+70.6
TRANS., COMM., & UTILITIES.........	87.9	83.8	78.9	75.4	72.5	+ 4.9	+21.2
Railroad Transportation..........	10.6	10.5	10.4	10.4	10.5	+ 1.0	+ 1.0
Other Transportation.............	45.0	44.3	41.8	39.6	37.2	+ 1.6	+21.0
Communications & Utilities.......	32.3	29.0	26.7	25.4	24.8	+11.4	+30.2
TRADE..............................	381.7	357.8	329.0	306.8	285.6	+ 6.7	+33.6
Wholesale Trade..................	101.3	95.5	89.1	84.0	79.5	+ 6.1	+27.4
Retail Trade.....................	280.4	262.3	239.9	222.8	206.1	+ 6.9	+36.1
FIN., INS., & REAL ESTATE..........	89.7	83.3	75.0	68.2	65.0	+ 7.7	+38.0
SERVICES & MISCELLANEOUS...........	290.1	272.5	249.3	231.4	216.6	+ 6.5	+33.9
GOVERNMENT.........................	316.5	308.0	294.9	273.1	273.6	+ 2.8	+15.7
Federal..........................	64.1	63.6	61.9	61.0	60.8	+ 0.8	+ 5.4
State & Local....................	252.4	244.4	233.0	212.1	212.8	+ 3.3	+18.6
(WORKERS IN LABOR-MANAGEMENT DISPUTES).........................	3.1	5.6	4.1	2.3	1.3	-44.6	+138.5

downturn both in this state and nationally resulted from filling the initial need for jet aircraft, financial problems of airlines, and less emphasis on space programs. The relative loss in Washington was somewhat greater than nationally because of the dominant position of The Boeing Company in the commercial aircraft field. The cutback also had a greater impact in this state than nationally because aerospace was the state's largest manufacturing industry.

Employment in the industry reached a low of 41,100 in 1972. With an upturn in national and international markets for commercial aircraft, employment moved up to 50,400 in 1975. The recession in 1975 and early 1976, however, curtailed demand from airlines who once again found they had surplus equipment with economic conditions cutting air travel. As a result, average annual aerospace payrolls fell to 50,400 in 1975 and to 45,000 in 1976. In late 1976, economic recovery stimulated air travel, airlines began ordering new equipment, and expansion of aerospace payrolls gained momentum, raising employment by 1,100 in 1977 and by 13,700 in 1978. Further growth is anticipated, but the 100,000 level is not expected to be reached again in Washington State in the foreseeable future.

Lumber and wood products employment varied considerably between 1975 and 1979, but overall, there was an increase of about 12 percent. The industry's employment level basically depends on the volume of housing starts nationally, although logs for export are also an important market. Approximately half of all lumber and plywood produced is used in new home construction. In 1974, housing starts for the United States totaled 1,352,500 units, down from over 2 million starts in 1973. In 1975 housing starts fell to less than 1.2 million units. Mortgage funds during those years were, at times, unavailable or available only at very unfavorable terms. Japan's economy was also in a slump and log export fell off. Because of poor domestic and international markets, employment in the Washington State lumber industry fell to 47,200 in 1975. As the national economy improved in 1976, 1977 and 1978, mortgage funds became available at lower rates which, however, rose again steadily in concert with rampant inflation. Nevertheless, housing starts moved up to more than 1.5 million units in 1976, approached 2 million in 1977 and exceeded that figure in 1978. Lumber and wood employment in the state rose to 52,800 in 1979. The outlook for 1980 is for housing starts to be considerably lower than in 1979 as high prices and interest rates and tighter mortgage money discourage new construction. Forest reserves, in the long run, limit possible expansion in the industry.

The smaller industries posted the largest relative gains from 1975 through 1979 as one might expect. As the state's population continues to grow, many of these industries will expand further since market size will make it economical to manufacture more goods that are now produced elsewhere. Among the smaller industries, the greatest gain was in ship building and repair with employment up from 8,800 in 1975 to 14,400 in 1979 in response to increased orders. Both the other durable goods (up from 5,600 to 10,200) and other nondurable goods (up from 3,300 to 5,200) categories experienced above average gains during the period. Employment in chemicals and allied products grew steadily, increasing by 2,200 to 8,500 in 1979. Most of the growth in the chemical industry has been associated with development of the Hanford nuclear site.

Other industries in which employment expanded rapidly during the period from 1975 to 1979 are: other transportation equipment, up from 5,000 to 6,700; printing and publishing, up from 11,600 to 15,200; and electrical equipment, up from 5,900 to 10,000.

Only canned and preserved foods and paper and allied products of all Washington's manufacturing industries lost employment between 1975 and 1979. The food industry registered moderate growth through most of the period followed by a sharp drop in 1979 due to plant closures and other readjustments. Employment in pulp and paper also experienced moderate growth through most of the period but experienced a slump in 1978 from which it had partly recovered the following year.

As noted earlier, trade and service employment accounted for much of the job growth in the 1975-1979 period. In fact, employment in these two industries rose 169,600 -- 48 percent of the 350,300 increase in nonfarm wage and salary employment since 1975.

Finance, insurance, and real estate also posted a healthy gain over the period with its facilities expanding to serve a growing population and increasingly service-oriented economy. Employment in the group rose each year between 1975 and 1979. Overall, the job total in this activity rose 24,700 or 38.0 percent.

Construction employment which had been remarkably stable for years showed sizable gains throughout the period. Total employment reached 101,500 in 1979, a gain of 42,000 or 70.6 percent over 1975. Major construction projects, such as the Trident Submarine Base and nuclear power plants, along with record commercial and residential development were the principal employment generating factors.

B. Employment Outlook, Fiscal Years 1980 and 1981

Employment in both Washington State and the nation increased substantially in Fiscal Year 1979. Nationally, the number of job holders rose 3.2 percent. In Washington State the relative gain was more than twice as large. Employment rose 117,600 in the state between FY 1978 and 1979, representing a gain of 7.3 percent. Because of federal efforts to control inflation which have resulted in record high interest rates, lower industrial production, and sharp declines in automobile sales and homebuilding, employment is expected to remain virtually unchanged nationally in 1980. In Washington State, however, the rate of expansion will slow, but still record a healthy increase by historical standards.

Job growth in FY 1979 in the state was fueled by a sizable expansion in aerospace employment and relatively stable but high employment levels in lumber and wood products. These two industries accounted for over 40 percent of the state's manufacturing jobs in FY 1979. Aerospace growth was responsible for two-thirds of the state's new manufacturing jobs. Other industries also contributed to the upturn in 1979 including shipbuilding, metals-machinery, and printing-publishing. Developments in the state's electronic industry (electrical equipment and other durable goods -- instruments) were important not so much for the new jobs provided in 1979, but for the announcements concerning expansions and the establishment of new plants. The electronics industry will provide state residents with thousands of new employment opportunities in future years.

In the nonmanufacturing industries, contract construction employment jumped nearly 20 per cent with construction on five multibillion dollar nuclear plants, numerous office buildings, shopping centers and other commercial projects and a high level of homebuilding to accommodate record immigration. Individuals attracted to the state by its vigorous economy together with income generated by expansions in the goods-producing sector combined to boost employment in the trade and service industries substantially. Government payrolls on the other hand, rose only modestly because of relative stability in the school-aged population.

In Fiscal Year 1980, total employment is expected to increase 65,900 (Table 6), well below the gain of 117,600 posted in 1979 but above the 53,300 average for the 1970-1979 period. Growth is expected to slow considerably throughout the year. Employment in lumber-wood products, construction and food processing will actually decline. Lumber and construction employment will be lower because of the sharp cutback in housing starts. Food products will employ fewer workers because of the 1979 closure of two sugar refineries and a brewery in the state. On the positive side, aerospace employment will record another strong gain based on its record order backlog. Reduced growth in the trade and service industries is expected, but employment gains will still be substantial. These industries will be aided by a high level of immigration as the state's economy continues to outpace that of the nation. Higher energy prices, however, will have a negative impact for the foreseeable future.

The forecast for FY 1981 indicates employment will advance 60,400 or nearly the same amount as in the previous year. An important difference, however, is that while growth rates in

TABLE 6

RESIDENT CIVILIAN LABOR FORCE AND EMPLOYMENT IN WASHINGTON STATE FISCAL YEAR AVERAGES, 1979 AND PROJECTED 1980 and 1981

(in thousands)

	Fiscal Year Averages			Net Change	
	1981	1980	1979	1980 to 1981	1979 to 1980
Resident civilian labor force..	2,034.9	1,954.1	1,864.2	+80.8	+89.9
Total unemployment...........	1,866.0	1,805.6	1,739.7	+60.4	+65.9
Total unemployment..........	168.9	148.5	124.5	+20.4	+24.0
Percent of labor force.....	8.3	7.6	6.7	xxxx	xxxx

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT IN WASHINGTON STATE, PLACE OF WORK, FISCAL YEAR AVERAGES, 1979 AND PROJECTED 1980 AND 1981

(in thousands)

	Fiscal Year Averages			Net Change	
	1981	1980	1979	1980 to 1981	1979 to 1980
Total..........................	1,667.4	1,613.4	1,554.5	+54.0	+58.9
Total Manufacturing............	317.5	313.1	300.9	- 4.4	-12.0
Lumber and wood products.....	46.6	49.0	54.0	- 2.4	- 5.0
Metals and machinery.........	54.0	54.4	52.4	- .4	+ 2.0
Aerospace....................	88.1	82.2	69.5	+ 5.9	+12.7
Food products................	29.6	29.1	32.1	+ .5	- 3.0
Pulp & paper products........	17.7	17.8	12.6	- .1	+ 5.2
Other manufacturing..........	81.5	80.6	80.3	+ .9	+ .3
Construction...................	97.0	98.0	100.3	- 1.0	- 2.3
Transportation, communications, and utilities...............	94.6	90.3	87.3	+ 4.3	+ 3.0
Trade..........................	414.4	394.4	378.1	+20.0	+16.3
Finance, insurance, and real estate......................	96.3	92.7	88.1	+ 3.6	+ 4.6
Services and miscellaneous.....	317.6	300.9	285.5	+16.7	+15.4
Government.....................	330.0	324.0	314.3	+ 6.0	+ 9.7

Note: Fiscal year beginning October 1 and ending September 30.

the state will be declining in 1980 because of a national recession, the state's economy will begin to accelerate in 1981 in response to an improving national economic climate. Interest rates will be lower which will boost activity in the state's lumber and homebuilding industries significantly, although average annual employment in both homebuilding and lumber will likely to be down from 1980 because of depressed conditions in the early part of FY 1981. The improvement in the national economy will aid a host of state industries which serve national markets including metals, machinery, shipbuilding, chemicals, pulp, etc. Growth rates in trade and service industries will also pick up in 1981 with the turnaround in the goods-producing industries and renewed confidence of consumers in their personal economic prospects.

a. Lumber and Wood Products

Lumber employment remained relatively high in FY 1979 as strong demand for new homes was able to sustain national housing starts at a high level despite rising interest rates. The state's lumber industry is closely tied to the fortunes of the homebuilding industry since approximately 50 percent of all lumber and plywood produced is used in new homes. Employment in the lumber industry averaged 54,000 in FY 1979, only 900 less than in the previous year.

At the beginning of FY 1980 (October 1979), interest rates on home mortgages moved up to 12 percent in response to new monetary policies of the Federal Reserve Board in controlling the money supply. Housing starts began to drop precipitously as the interest rate approached or passed usury rates in several states including Washington. National housing starts which were at a seasonally adjusted annual rate of 1.9 million units in September 1979 fell to 1.5 million in December. The Federal Reserve Board tightened the money supply further in February 1980. Housing starts in March were estimated at slightly over 1 million units, the lowest rate in nearly 5 years. Congressional action overroad state usury laws but with interest rates for home loans between 16 and 17 percent in March 1980, few individuals could afford the monthly payments. Employment in the lumber industry fell 3,600 below its year earlier level in February 1980 in response to a sharp drop in demand from the homebuilding industry. Shorter work weeks were also common in the industry.

Homebuilding is likely to remain depressed through FY 1980 and lumber employment is expected to fall from an average of 54,000 in FY 1979 to 49,000 in FY 1980. Interest rates should decline to a point which will permit homebuilding to begin to expand by the beginning of FY 1981. Lumber employment will also begin to pick up. Because of the low level at which lumber employment will begin to turnaround, however, employment in the industry is likely to average 2,400 less in FY 1981 than in FY 1980. Lumber payrolls in September 1981, though, should be higher than in September 1980.

b. Metals and Machinery

Employment in the metals-machinery group rose 4,600 to total 52,400 in FY 1979. The prospective gain for FY 1980 is 2,000 as demand in both state and national markets slackens due to a national business recession. Employment will begin to turn up in FY 1981, but on an average annual basis, it is likely to be somewhat lower than in the previous year.

A factor in the 1979 advance was the establishment and expansion of electronics plants in the state. Hewlett-Packard and Tektronix established plants in Clark County during the year, while National Semiconductor and S.E.H. America announced plans to establish plants in Clark County. Hewlett-Packard has also recently established a new plant in Spokane and plans to build a series of plants in the area. The expansion and establishment of new electronic plants in the state could provide the state with an additional 7,000 jobs by 1985. (Classification of the employment in the electronics industry falls in two industrial groups, electrical machinery and other durable goods--instruments.)

Aluminum employment rose from 10,500 to 11,200 between FY 1978 and 1979; hydroelectric power was more readily available for aluminum production and demand for aluminum was high. Rainfall was again below average in the fall of 1979 and hydroelectric power became scarce by the end of the year. Several firms closed potlines. Heavy rain and snow during the winter improved the outlook for hydroelectric power, but it is still questionable whether enough will be available for aluminum plants to operate at capacity through the summer of 1980. Since the cost of starting up a potline is approximately $500,000, the closed potlines are unlikely to be reopened until the adequacy of the power supply becomes more certain.

c. Aerospace

Employment in aerospace rose 15,900 from FY 1978 to average 69,500 in FY 1979. A two month strike in FY 1978 accounted for 3,000 of the increase. Based on current staffing levels and announced hiring plans for 1979 by The Boeing Company, employment should rise an additional 12,600 in FY 1980. The forecast for FY 1981 is less certain, but a gain of 5,900 is forecast.

The Boeing Company reported an order backlog of $18 billion at the end of calendar year 1979. The major factor behind the swelling backlog is the efficiency of the firm's new 757 and 767 models which are designed to replace older commercial jets in the 1980's. The new aircraft use 35 to 40 per cent less fuel per seat than the older jets they will replace. In addition, the new craft meet federal noise standards established for the early 1980's. Boeing also won the Air Force Cruise Missile project in late March. The program includes the building of 3,400 missiles for approximately $4 billion, about half of which could go to Boeing. The workforce on the project is expected to grow from 900 in April 1980 to 1,500 by early 1981.

While the outlook for the industry is promising through the forecast period, a slight downturn in commercial jet plane production rates in 1981 is now considered likely. So far this year the rate of increase in aerospace employment is lagging behind the earlier projections. A Boeing spokesman was quoted as saying in early May that a mid-year assessment of employment requirements might lead to a revision of the earlier forecast.

d. Food Products

Food and kindred products payrolls fell 400 from FY 1978 to FY 1979 and is expected to fall an additional 3,000 in FY 1980 because of the closure of two sugar refineries and a brewery in 1979. The industry should resume its growth in FY 1981 and a 500 increase is forecast. Firms producing convenience foods should continue to expand because of the increasing participation of women in the labor force.

It should be noted, however, that employment comparisons in the industry can sometimes be misleading because of the volatile nature of employment. For example, if the peak of processing activity for a major crop occurred in the week including the twelfth of the month last year (the week for which the employment estimates are made) and misses that week this year, the year-to-year comparison would show a drop of several thousand. The comparison of annual averages would be less affected, but it would be influenced.

e. Pulp and Paper Products

Widespread labor disputes reduced employment in pulp and paper sharply in FY 1979. The gain forecast in FY 1980 represents a return to the industry's normal operating level. National and international markets for pulp and paper are currently strong, however, the industry has been adversely affected by a short supply of wood chips used in the manufacture of pulp. The chips are supplied by sawmills, many of which have closed or reduced operations because of poor lumber markets. As a result, a number of pulp mills were forced to reduce operations temporarily in the spring of 1980.

A national business recession could reduce employment in the industry in late 1980 and early 1981 because of a decline in the demand for packaging material. The demand for paper containers is understandably closely tied to general business conditions.

f. Other Manufacturing

The largest industries in this group are shipbuilding-repair, printing-publishing, apparel, and chemicals. Others include stone-clay-glass products, other transportation equipment (rail cars, trucks, trailers, etc.), petroleum and coal products, and instruments.

Employment in this group moved up from 72,100 to 80,300 between FY 1978 and 1979. In FY 1980 and 1981, however, gains of only 300 and 900, respectively, are forecast because of the expected national business recession and the rising cost of gasoline. Employment in instruments will continue to expand as new plants are staffed. On the other hand, firms manufacturing pleasure boats have been hard hit by rising gasoline prices. The decline in homebuilding will negatively impact stone, clay, glass products. National demand may also slacken for industrial trucks and trailers and chemicals. Printing and publishing should continue to expand but at a slower pace than in FY 1979 when it rose from 13,800 to 14,900. Employment growth in the printing industry is closely tied to state population growth.

Net in-migration for the state between 1978 and 1979 was estimated at 100,600, which represents the largest annual net migration figure for Washington State since the 1940's. Net in-migration for 1980 and 1981 is forecast at 125,000 and 100,000, respectively.

g. Construction

Construction employment expanded rapidly in FY 1979, adding 11,400 jobs for a gain of 12.8 percent. Growth resulted from work on five nuclear power plants, the Trident Submarine Base in Kitsap County, and substantial homebuilding activity resulting from low vacancy rates and record in-migration. Going into FY 1980, homebuilding has been hard hit by high interest rates, while the Trident Submarine Base is nearing completion. Activity is increasing, however, on nuclear power plant construction and other commercial construction continues on a high level. Several multimillion dollar office buildings and hotels are under construction in downtown Seattle alone. In the summer of 1980, work is expected to begin on a copper and molybdenum mine and mill on the Colville Indian Reservation in eastern Washington. Construction employment is expected to reach a peak of 1,500 and a permanent workforce of 800 (nonconstruction) is forecast. Beyond the forecast period, construction of a coal-fired electric generating plant is expected to start in Lincoln County during 1982. A peak of 1,000 construction workers would be employed on this project.

Nonresidential activity will help maintain construction employment at a high level during the forecast period with only minor cutbacks in the industry total. A drop of 2,300 is forecast in FY 1980 and 1,000 in FY 1981. In the latter year, however, construction employment should begin to expand given lower interest rates and improvement in the national economy.

The long-range outlook for homebuilding in the state is exceptionally bright because of low vacancy rates, record in-migration, and demographic factors -- the large number of individuals born in the "baby-boom" of 1947-1961 now need homes of their own. The current homebuilding situation is merely postponing demand. When the current credit crunch ends, we will have the largest demand for new housing units since the end of World War II.

h. Transportation, Communications and Utilities

Employment in transportation, communications, and utilities rose 5,100 between FY 1978 and 1979. Rising in-migration and a strong business climate was responsible for the gain. In-migration is expected to continue at a record pace in 1980 and 1981, but business activity will slow. Therefore, the forecast is for a lower industry growth rate. Employment is expected to increase 3,000 in FY 1980 followed by a 4,300 gain in FY 1981. The shutdown of the Washington State operations of the Milwaukee Railroad in early 1980 resulted in over 800 terminations. Other railroads will serve most former Milwaukee customers and will boost their payrolls, but the net job loss will be significant.

i. Trade and Services

Both the trade and service industries grew at a remarkable pace in FY 1979, trade added 27,200 workers and the service and miscellaneous group employed an additional 16,000. Impetus behind the growth was heavy in-migration, increased income generated by expanded employment in the goods-producing industries and higher average family incomes resulting from the growing participation of women in the workforce. Demographic factors have also played a key role. While total population in the state rose 130,000 from 1978 to 1979, the size of the working-age population (aged 18-64) grew by 98,100.

Employment growth in trade is expected to fall to 16,300 in FY 1980, still substantial but well below the 27,200 gain in 1979. Inflation and energy prices, in particular, have reduced discretionary income for many families as wage gains for most have not kept pace. Multi-wage earner families who frequently eat at fast food outlets to save time and work may eat out less often now that gasoline and other necessities are consuming more of the family income. Already it is apparent that many consumers have postponed buying a new car. In early 1980, there were numerous cutbacks at automobile agencies, especially those not specializing in cars with high gasoline mileage. Boats, travel trailers and other recreational vehicles were also selling slowly. Growth in trade should pick up in FY 1981 with the employment gain projected at 20,000. Inflation should ease by then and consumer confidence will increase. Energy prices, however, will still pose a problem leaving less income available for non-essential purchases.

Services employment has been pervasive, advancing even during recessionary periods. Based on this fact and current levels in the industry, employment in the group is expected to advance 15,400 in FY 1980 and 16,700 in FY 1981. Medical care continues to be a major area of expansion in the group. With prepaid and government paid medical and dental programs widespread and an increasing number of older persons in the population, further employment growth is anticipated. Child care services (including day care centers) are also expanding substantially with more working mothers in the labor force. In 1980, there were almost seven million children under six years of age with working mothers in the nation, up from 5.6 million in 1970.

Some segments of the service industry may see their growth rates reduced, however, because of the national recession and energy prices. These segments include motels-hotels, amusement places, personal services and business services.

j. Finance, Insurance and Real Estate

Employment in finance, insurance and real estate rose 6,600, or over 8 percent between, FY 1978 and 1979. Several factors accounted for the rapid growth such as population growth, expanding business activity, more branch banking, rising demand for life insurance by women, growth in credit insurance, an increase in pension and health plans administered by insurance companies, and a strong real estate market.

While in-migration will remain high over the forecast period, the business growth rate will decline and the real estate market is likely to remain depressed through FY 1980. Consequently, annual employment growth in finance, insurance and real estate will drop from the 6,600 recorded in FY 1979 to 4,600 in FY 1980 and 3,600 in FY 1981. The growth rate should begin to accelerate in the final months of FY 1981, however, as interest rates become more attractive and general business activity picks up.

k. Government

Government civilian payrolls advanced a moderate 9,400, or 3 percent, between FY 1978 and 1979. Most of the gain which did occur was in public education. Because the current political climate favors tax limitations over expanded services, public employment is expected to grow only moderately in the forecast period also, up 9,700 in FY 1980 and up 6,000 in FY 1981. In addition, school enrollments are expected to remain relatively stable over the forecast period. Public education is the largest employer of civilian government workers.

4. Employment Developments and Occupational Outlook

Nearly 61,000 individuals were listed in the active application files of the Washington State Employment Security Department at the end of February 1980 (Table 7), compared to 64,000 individuals at the end of February 1979. With the economy still strong, fewer persons were seeking job-finding assistance than in the previous year.

Clerical and service occupations continued to have the most applicants with 11,107 and 9,886, respectively. Other large groups are miscellaneous, structural work, and machine trades. In white collar occupations, clerical with 11,107 applicants, managerial with 4,222 applicants and professional and technical with 2,722 are the largest. The largest number of clerical workers registered were in steno, typing and filing, and computing and account recording. Among structural workers, more than half of the applicants were in construction; and in miscellaneous work, most applicants were in packaging and motor freight.

Demand for employment in an occupation through the Employment Security Department can be measured by counts of total unfilled job openings. At the end of February 1980, 7,822 job openings were unfilled. Of those, 4,611, or 59 percent, had been unfilled for 30 days or more (hard to fill). Hard to fill openings as a percent of total openings is one indicator of the relationship of supply to demand for workers. Among occupational categories for which there are sizable numbers of unfilled openings, hard to fill openings as a percent of total openings were highest in metal fabricating (81 percent) and metal machining (89 percent); the lowest percentage was in building services (36 percent).

The ratio of applicants to unfilled openings is another indicator of the balance between supply and demand within an occupation. Although job applicants (worker supply) and unfilled openings (worker demand) activity in the Washington State Employment Security Department represent only a portion of the total needs of the economy, these data may be useful in determining where excess supply or unmet demand exists in the labor market. Among occupations having higher ratios of applicants to unfilled openings (excess supply) were life sciences (13.1 to 1); material and production recording (11.5); painting--bench work (33.3); welders (16.8). Low ratios (unmet demand) are found in metal fabricating (3.4), architecture and engineering (1.0) and metal machining (1.9).

Among the job applicants, over 45 percent of the total were female, down from 46 percent a year ago. The proportion of veterans, youth, and minorities among the work applicants has dropped from a year ago. The lower level of public service job opportunities in FY 1980 available through Job Service Centers which are targeted for many of these special applicant groups may have been an influential factor.

TABLE 7
SELECTED OCCUPATIONS OF APPLICANTS AND JOB OPENINGS LISTED WITH THE WASHINGTON STATE EMPLOYMENT SECURITY DEPARTMENT
February 29, 1980

	Total	Female	Veterans	Age		Minority	Total Unfilled Openings	Unfilled 30 Days or More	Ratio of Applicants to Unfilled Openings
				Under 22	45 + Older				
Total	60,506	27,297	17,792	9,881	7,858	8,805	7,822	4,611	7.7
Professional and Technical	2,722	1,364	883	118	453	400	1,149	909	2.4
Architecture and Engineering	740	111	369	46	151	74	716	573	1.0
Mathematics and Physics	153	38	55	3	21	16	91	84	1.7
Life Sciences	431	181	161	3	60	88	33	16	13.1
Social Sciences	52	19	18	2	8	5	10	7	5.2
Medicine and Health	738	588	165	41	102	89	186	138	4.0
Education	608	427	115	23	111	128	119	91	5.1
Managerial	4,222	1,617	1,587	146	809	536	522	311	8.1
Museum, Library, and Archival Science	76	36	31	4	13	13	6	6	12.7
Law and Jurisprudence	12	1	8	0	4	2	1	1	12.0
Religion and Theology	98	36	35	2	18	11	6	3	16.3
Writing and Art	259	116	79	18	25	28	38	23	6.8
Entertainment and Recreation	189	55	52	15	15	29	9	3	21.0
Administrative Specializations	1,310	519	479	17	289	134	185	121	7.1
Managers and Officials	1,450	458	606	65	320	146	124	69	11.7
Misc. Professional-Tech., Managerial	828	396	297	25	125	173	153	85	5.4
Clerical	11,107	9,489	1,417	1,239	1,455	2,096	1,956	1,023	5.7
Steno, Typing, Filing	4,004	3,713	456	535	484	681	1,109	523	3.6
Computing and Account Recording	4,881	4,229	464	382	711	1,026	437	312	11.2
Material and Production Recording	711	233	317	95	86	125	62	18	11.5
Information and Message Distribution	920	836	70	165	110	137	166	93	5.5
Miscellaneous Clerical	591	478	110	62	64	127	182	68	3.2
Sales	1,428	595	455	189	240	118	243	144	5.9
Salespersons Service	174	83	59	12	29	21	72	53	2.4
Salespersons Commodities	229	150	40	43	31	20	24	8	9.5
Merchandising	1,025	362	356	134	180	77	147	83	7.0
Service Occupations	9,886	7,175	2,037	2,016	1,478	1,721	1,261	634	7.8
Domestic	171	924	68	137	196	77	165	103	1.0
Food and Beverage	5,333	3,713	839	1,213	636	610	596	298	8.9
Lodging	573	499	47	81	104	152	68	16	8.4
Barbering and Cosmetology	269	218	47	16	22	35	33	20	8.2
Amusement and Recreation	67	32	20	17	6	13	5	1	13.4
Miscellaneous Personal	1,244	1,116	150	177	128	326	125	63	10.0
Apparel and Furnishings	184	137	26	19	43	54	23	8	8.0
Protective	695	201	404	79	113	106	127	82	5.5
Building	1,350	335	436	277	230	348	121	43	11.2

TABLE 7 (Continued)
SELECTED OCCUPATIONS OF APPLICANTS AND JOB OPENINGS LISTED WITH
THE WASHINGTON STATE EMPLOYMENT SECURITY DEPARTMENT
February 29, 1980

	Total	Female	Veterans	Age		Minority	Total Unfilled Openings	Unfilled 30 Days or More	Ratio of Applicants to Unfilled Openings
				Under 22	45 + Older				
Farming, Fishery, Forestry	2,284	455	720	523	389	632	396	257	5.8
Plant Farming	1,225	262	347	261	210	350	195	95	6.3
Animal Farming	48	24	9	10	6	3	1	1	48.0
Miscellaneous Farming	342	42	88	56	79	156	5	2	68.4
Fishery	213	15	64	30	23	59	6	3	35.5
Forestry	763	112	212	166	71	64	189	156	4.0
Hunting and Trapping	0	0	0	0	0	0	0	0	--
Processing	1,344	161	335	200	197	439	102	68	13.2
Metal	86	7	37	12	7	24	3	2	28.7
Ore Refining and Foundry	107	10	30	14	3	15	15	15	7.1
Food and Tobacco	828	464	154	145	142	346	60	45	13.8
Paper	19	4	6	2	1	1	0	0	--
Petroleum, Coal, Gas	24	3	7	0	3	3	3	2	8.0
Chemicals, Rubber, and Paper	100	35	28	12	9	15	13	2	7.7
Wood	61	12	26	1	16	4	2	1	30.5
Stone, Clay, and Glass	69	10	26	8	6	21	1	0	69.0
Leather and Textiles	20	7	8	4	2	4	2	0	10.0
Processing, NEC	30	9	13	2	1	6	3	1	10.0
Machine Trades	3,658	308	1,900	486	460	366	535	391	6.8
Metal Machining	438	37	223	35	66	57	232	206	1.9
Metal Working	249	51	101	24	30	50	15	6	16.6
Mechanics and Repairmen	1,907	44	1,172	236	251	163	129	57	14.8
Paper Working	34	15	4	4	4	7	2	1	17.0
Printing	126	43	53	9	13	24	14	4	9.0
Wood Machining	785	89	290	119	81	46	36	13	21.8
Machining Stone and Clay	9	0	3	1	1	1	0	0	--
Textile	35	10	15	3	3	6	1	0	35.0
Machine Trades, NEC	75	19	39	10	11	12	106	104	0.7
Bench Work	1,571	770	397	176	193	303	285	147	5.5
Assembly, Metal Product	178	81	48	20	23	38	21	10	8.5
Assembly, Scientific	100	33	40	5	21	14	20	9	5.0
Assembly, Electric	382	178	125	38	45	66	106	52	3.6
Assembly, Assorted Material	75	45	16	15	8	17	10	3	7.5
Painting and Decorating	133	16	56	18	9	19	4	2	33.3
Assembly, Synthetics	48	15	13	7	3	3	1	1	48.0
Assembly, Wood	196	42	55	23	17	24	42	27	4.7
Assembly, Sand and Stone	26	9	7	1	1	4	0	0	--
Assembly, Textile	426	346	35	47	65	117	81	43	5.3
Bench Work, NEC	7	5	2	2	1	1	0	0	--

TABLE 7 (Continued)
SELECTED OCCUPATIONS OF APPLICANTS AND JOB OPENINGS LISTED WITH THE WASHINGTON STATE EMPLOYMENT SECURITY DEPARTMENT
February 29, 1980

	Total	Female	Veterans	Age		Minority	Total Unfilled Openings	Unfilled 30 Days or More	Ratio of Applicants to Unfilled Openings
				Under 22	45 + Older				
Structural Work	7,579	349	3,549	1,165	802	772	779	469	9.7
Metal Fabricating	741	83	346	120	70	93	221	180	3.4
Welders, Flame Throwers	821	42	383	91	67	135	49	30	16.8
Electrical	802	47	535	87	82	69	231	179	3.5
Painting and Plastering	486	24	197	58	56	59	16	6	30.4
Excavating and Grading	449	5	229	36	88	32	4	1	112.2
Construction, NEC	3,854	128	1,604	739	326	2,416	192	45	20.1
Structural Work, NEC	426	20	255	34	113	38	66	28	6.5
Miscellaneous	7,703	1,112	3,218	1,293	1,158	985	404	188	19.1
Motor Freight	1,973	80	1,066	189	429	162	47	10	42.0
Transportation, NEC	836	131	242	161	224	77	175	113	4.8
Packaging	4,414	790	1,697	900	430	687	141	40	31.3
Extraction of Minerals	77	2	28	13	6	5	0	0	--
Utilities	183	17	128	10	48	16	28	21	6.5
Amusement and Recreation	25	3	8	3	6	3	2	2	12.5
Graphic Art Work	195	89	49	27	15	25	11	2	17.7
Uncoded	525	330	150	56	69	148	60	14	--
New Unskilled Entrants	2,986	2,307	752	1,144	340	672	0	0	--

The most recent (April 1979) Occupational Forecasts for Washington State (Table 8) project a total employment level up by 35 percent between 1976 and 1985. White collar workers and service occupations will increase at the fastest rates, while blue collar jobs will expand more slowly and farm occupations will decline. By 1985 white collar workers will comprise 52.3 percent of total employment, up from 50.7 percent in 1976. The share of employment held by service workers will rise from 13.8 to 14.8 percent over the period. Average annual worker needs between 1976 and 1985 will total over 107,000 job openings. These will include 56,000 openings due to growth and 51,000 openings due to replacement each year.

In some industries, much of the increase in projected average worker needs over the 1976-1985 period has taken place during the sharp expansion of 1977 and 1978. The rate of growth in some industries such as aerospace is expected to fall off somewhat during 1980 and 1981.

The fastest growing occupational group within the white collar segment will continue to be clerical workers. The employment level of clerical workers is expected to increase by nearly 45 percent between 1976 and 1985. Rapid growth expected in the services, trade and finance, insurance, and real estate industries, where clerical staffing patterns are high, will fuel the impetus for much of this growth. Managers and officials occupations will average over 12,000 job openings annually. More managers will be needed among white collar workers as businesses decentralize to branch operations and individual business ownerships are taken over by chain-store operations.

The number of blue collar workers will rise by 28 percent -- a lower growth rate than the average for all occupations. Craft workers will increase the most among these occupations. Within the blue collar occupational group, mechanization and automation will continue to slow the creation of new jobs as machines replace workers.

TABLE 8

WASHINGTON STATE EMPLOYMENT AND AVERAGE ANNUAL WORKER NEEDS 1976-1985, BY OCCUPATIONAL GROUP

Occupation	1976 Employment	1985 Employment	Percent Change 1976-1985	Average Annual Worker Needs 1976-1985 Total	 Openings Due To Growth	 Openings Due To Replacement
TOTAL	1,436,758	1,942,300	35.2	107,100	56,200	50,900
White Collar Workers	728,738	1,015,900	39.4	57,310	31,920	25,390
Professional, Technical	222,627	300,600	35.0	15,670	8,670	7,000
Managers, Officials, Proprietors	169,171	234,700	38.7	12,060	7,280	4,780
Sales Workers	95,042	131,900	38.8	8,180	4,100	4,080
Clerical Workers	241,898	348,700	44.2	21,400	11,870	9,530
Blue Collar Workers	458,031	588,900	28.6	27,720	14,550	13,170
Craft and Kindred Workers	199,225	271,200	36.1	14,180	8,000	6,180
Operatives	175,071	221,100	26.3	9,910	5,120	4,790
Laborers, Except Farm	83,735	96,600	15.4	3,630	1,430	2,200
Service Workers	197,818	286,800	45.0	19,530	9,890	9,640
Farmers & Farm Workers	52,171	50,700	-2.8	2,510	-170	2,680

Source: Occupational Forecasts, Washington State, 1976/1985, Research and Statistics Branch, Washington State Employment Security Department, April 1979, p. 19.

5. Recent Trends in Unemployment

The labor force expanded by a near record 138,000 during 1979, averaging 1,892,000 for the year. The unemployment rate remained unchanged at 6.8 percent for 1979, the same as in 1978. Total unemployment increased 8,000 from the 1978 level to average 128,000 in 1979. During the year the unemployment rate varied from a high of 8.1 percent in January to a low of 6.0 percent in September before turning up to 7.3 percent in December.

Total employment mushroomed, expanding by 130,000 to average 1,764,000. Despite increasing labor force participation by women, minorities, and young workers, all of whom have a higher than average incidence of joblessness, the total unemployment rate remained the same.

The unemployment trend in the United States between 1978 and 1979 was slightly downward (Table 9). The average United States unemployment rate dropped by 0.2 percentage point to 5.8 in 1979. Washington's rate remained the same and was higher than the national rate. Comparisons of national and state rates for the period from 1970 to 1979 reveal that the Washington State rate has been consistently higher than the U.S. unemployment rate. The disparity between the two was greatest during the 1970-1973 period. While this was a period of relatively high unemployment nationally, the effect was heightened in Washington State by the aerospace industry layoff of 1970-1971.

TABLE 9

ANNUAL AVERAGE TOTAL UNEMPLOYMENT RATES IN
WASHINGTON STATE AND THE UNITED STATES
1970 - 1979

Year	Washington State	United States
1979	6.8	5.8
1978	6.8	6.0
1977	8.8	7.0
1976	8.6	7.7
1975	9.5	8.5
1974	7.2	5.6
1973	7.9	4.9
1972	9.5	5.6
1971	10.1	5.9
1970	9.2	4.9

Beginning in 1974, the difference between the two rates narrowed as the national recession during 1974-1975 caused unemployment to rise at a faster rate nationwide than in Washington State. The national unemployment rate during 1975 was at its highest level prior to World War II, while in Washington State the rate of unemployment remained below its 1971 level (10.1 percent). The unemployment rate in this state remains above the national rate as it has historically because of greater seasonality in the state economy. In areas of the state in which logging and lumber is the main industry, unemployment rates in winter are high because of weather related curtailments in production. Yet, with the recovery of the state's aerospace industry balanced by strength in other sectors, the spread has narrowed. During the current national recession, Washington's relatively sound economic position should serve to further reduce the difference.

Unemployment rates for areas of the state varied considerably from the statewide average. The larger metropolitan areas, with the exception of Tacoma, Spokane, and Yakima, had 1979 average annual unemployment rates below the state rate. Seattle-Everett SMSA in 1979 averaged 5.4 percent, the Spokane SMSA rate was 6.8 percent, Richland-Kennewick SMSA, 6.6 percent, and Clark County, 6.3 percent. Tacoma SMSA at 7.4 percent and Yakima with a 9.7 percent jobless rate were higher than the state average.

In western Washington the Seattle-Everett Metropolitan Area jobless rate dipped from an average of 5.9 percent to 5.4 percent between 1978 and 1979. The upswing in the area's economy was sustained by continuing advances in the aircraft industry, as well as substantial gains in other manufacturing sectors. In the Tacoma Metropolitan Area, the unemployment rate declined from 7.5 percent in 1978 to 7.4 percent in 1979. Employment rose partly in response to a buoyant shipbuilding industry. Growth in Kitsap County employment continued, up 3,420 to 53,200 in 1979, associated with development of the Trident Submarine Base. The county unemployment rate fell from 6.3 percent in 1978 to 6.1 percent in 1979.

In eastern Washington, Spokane County's unemployment rate increased from 6.2 percent in 1978 to 6.8 percent in 1979. The unemployment rate in the Richland-Kennewick SMSA rose from 6.3 percent to 6.6 percent between 1978 and 1979. During the same period, the rate in Yakima County declined by 0.1 percent to 9.7 percent in 1979. Among the more populated areas in the east, only the Wenatchee area (Chelan and Douglas Counties) experienced a decreasing unemployment rate. Unemployment there moved down from 10.6 percent in 1978 to 10.5 percent in 1979.

As total unemployment rose in 1979, so did insured unemployment -- up 14,304 from February 1979 to February 1980 (Table 9). Of the 76,883 insured unemployed in February 1980 who drew benefits, 57,292, or 75 percent, were male and 19,591, 25 percent, were female. The proportion who were male was higher than might be expected on the basis of the proportion of males in the labor force (63 percent in 1970). Males make up an overwhelming majority of the employees in such weather-related, seasonal industries as lumber and wood products and construction. These industries declined in late 1979 due to a tight money market and a reduction in housing starts.

TABLE 10
CHARACTERISTICS OF THE INSURED UNEMPLOYED IN WASHINGTON STATE 1/

	February, 1980		February, 1979		Percent Change in Claimant Level From Feb. 1979 to Feb. 1980
Total Receiving Compensation	76,883		62,580		22.9
Characteristic	Number	Percent Distribution	Number	Percent Distribution	
Sex of Claimant					
Male	57,292	74.5	44,215	70.7	29.6
Female	19,591	25.5	18,365	29.3	6.7
Age of Claimant					
Under 25	16,697	21.7	11,412	18.2	46.3
25-34	29,202	38.0	23,266	37.2	25.5
35-44	13,223	17.2	10,864	17.4	21.7
45-54	8,800	11.4	8,103	12.9	8.6
55-64	7,596	9.9	7,201	11.5	5.5
65 and Over	1,366	1.8	1,734	2.8	-21.2
Duration of Claims					
1-2 Weeks	15,493	20.1	10,492	16.8	47.7
3-4 Weeks	20,448	26.6	14,101	22.5	45.0
5-14 Weeks	34,574	45.0	28,061	44.8	23.2
15 Weeks and Over	9,368	8.3	9,926	15.9	-35.8

1/ Details may not sum to the totals because of rounding.

TABLE 10 (continued)
CHARACTERISTICS OF THE INSURED UNEMPLOYED IN WASHINGTON STATE 1/

Characteristic	February, 1980		February, 1979		Percent Change in Claimant Level Feb. 1979 to Feb. 1980
	Number	Percent Distribution	Number	Percent Distribution	
Occupation of Previous Employment					
Professional, Tech., Managerial	5,998	7.8	6,847	11.0	-12.4
Clerical and Sales	9,286	12.1	7,325	11.7	26.8
Services	5,095	6.6	4,919	7.9	3.6
Farm, Fishing, Forestry	5,141	6.7	4,954	7.9	3.8
Processing	5,210	6.8	4,848	7.8	7.5
Machine Trades	6,762	8.8	3,769	6.0	79.4
Bench Work	2,131	2.8	1,716	2.7	24.2
Structural Work	21,791	28.3	15,534	24.8	40.3
Miscellaneous Work	15,469	20.1	12,597	20.1	22.8
Information Not Available	-0-	-0-	71	0.1	-100.0
Industry of Last Employment					
Lumber and Wood Products	8,406	10.9	6,122	9.8	37.3
Paper Products	672	0.8	1,079	1.7	-37.7
Food and Kindred	4,886	6.4	4,724	7.5	3.4
Metals and Machinery	3,520	4.6	1,681	2.7	109.4
Transportation Equipment	2,131	2.8	1,840	2.9	15.8
Other Manufacturing	3,612	4.7	3,486	5.6	3.6
Construction	17,901	23.2	13,057	20.9	37.1
Trans., Comm., Utilities	4,238	5.5	3,415	5.5	24.1
Trade	13,825	18.0	12,137	19.4	13.9
Finance, Insurance, Real Estate	2,269	3.0	1,575	2.5	44.1
Services	8,684	11.3	6,635	10.6	30.9
Other Nonmanufacturing	6,161	8.0	5,714	9.1	7.8
Information Not Available	579	0.8	1,115	1.8	-48.1

1/ Details may not sum to the totals because of rounding.

The number of persons claiming benefits for 15 or more weeks fell by 36 percent between February 1979 and February 1980, while total claims increased by 23 percent. There was a 48 percent increase in the number of those claiming 1-2 weeks, while claims for 3-4 weeks and 5-14 weeks increased by 45 percent and 23 percent, respectively.

Among the industries that experienced increased unemployment between February 1979 and February 1980, lumber and wood products (up 2,284 to 8,406) and construction (up 4,844 to 17,901) show the effects of the decline in the housing industry.

Unemployment in transportation equipment manufacturing increased by 291 over the period to 2,131. Shipbuilding, an industry that has grown almost continuously since late 1976, experienced a downturn in February -- as foreseen by the industry -- due to the slack from completion of existing contracts that had not been taken up by new ones.

6. Estimate of Needs for Employment and Training

According to estimates developed by the Bureau of Labor Statistics from the March Current Population Survey (CPS) of 1978, there were 259,000 persons potentially eligible for CETA programs in 1978. This was 9.2 percent of the total civilian non-institutional population aged 14 and over. By assuming no significant change in the relationship between CETA eligible and total population, it is estimated that approximately 299,900 persons will be eligible for CETA programs in 1981 (Appendix II).

By projecting 1978 estimates of persons eligible for the individual CETA titles on the basis of their observed relationship to the total civilian non-institutional population, the following projections are made for FY 1981: II-B and VII - 242,000; II-D - 145,900; YETP - 75,300; YCCIP - 39,400; SYEP - 126,200; and VI - 154,000.

Another labor force and work load indicator which provides evidence of the need for employment and training services is total job applicant intake through the respective job service centers (JSC's). In FY 1979, new job applicants totaled 279,762 as compared to 258,917 the previous year. During the first half of the current fiscal year, new job applicants totaled 136,400 compared to 133,269 for the same period a year ago. Characteristics of new job applicants from October 1, 1979 through March 1980 are shown in Table 11.

The number of different individuals projected to be unemployed during 1981 is 506,700. The number registering for employment services at JSC's in FY 1981 is expected to total nearly 400,000. A high percentage of those who register are unemployed. Approximately 32 percent of the applicants are economically disadvantaged. In FY 1981 an estimated 391,400 residents of the state, aged 14 and over, will have incomes below the poverty levels established by the Office of Management and Budget. Many will be elderly or have serious health problems which preclude employment, while others can raise their income above the poverty level through suitable employment. An estimated 124,000 public assistance recipients in Washington State may require some form of employment related services during FY 1981. This figure includes 67,000 who are expected to be on the non-assistance food stamp program.

TABLE 11

CHARACTERISTICS OF NEW JOB APPLICANTS REGISTERED WITH THE DEPARTMENT OF EMPLOYMENT SECURITY, STATE OF WASHINGTON OCTOBER 1979 THROUGH MARCH 1980

	Total	Percent of Total
Total new job applicants	136,400	100.0
Male	81,444	59.7
Female	54,956	40.3
Rural	35,089	25.7
Economically disadvantaged	43,704	32.0
Rural	9,329	6.8
Minority groups	20,065	14.7
Black	6,520	4.8
American Indian & Alaskan Native	3,168	2.3
Asian & Pacific Island	4,379	3.2
Hispanic	5,998	4.4
Handicapped	5,957	4.4
Veterans	25,102	18.4
Vietnam Era	10,589	7.8
Disabled	1,469	1.1
Under age 22	35,881	26.3
45 years or older	14,532	10.7
Less than high school education	38,578	28.3

7. Characteristics of the Economically Disadvantaged

An individual classified as economically disadvantaged in the Employment Security Automated Reporting System (ESARS) is either:

a. A member of a family which receives public assistance;

b. A member of a family whose income during the previous 6 months on an annualized basis was such that:

    1. The family would have qualified for public assistance, if it had applied for such assistance; or

    2. It does not exceed the poverty level; or

    3. It does not exceed 70 percent of the lower living standard income level;

c. A foster child on whose behalf state or local government payments are made:

d. A person whose status presents significant barriers to employment:

    1. A client of a sheltered workshop;

    2. A handicapped individual;

    3. A person residing in an institution or facility providing 24 hour support such as a prison, a hospital or community care facility; or

    4. A regular outpatient of a mental hospital, rehabilitation facility or similar institution.

Poverty income levels (Table 12) are established by the federal Office of Management and Budget; the lower living standard income levels (Table 13), from information provided by the Bureau of Labor Statistics. Criteria are revised each year.

TABLE 12

POVERTY INCOME LEVELS BY FAMILY SIZE FOR FARM AND NONFARM FAMILIES IN THE CONTINENTAL UNITED STATES, 1980 1/

Family Size	Nonfarm	Farm
1	$3,790	$3,250
2	5,010	4,280
3	6,230	5,310
4	7,450	6,340
5	8,670	7,370
6	9,890	8,400

1/ For family units larger than six, add $1,220 for each additional nonfarm member and $1,030 for each farm member.

During the October 1979 through March 1980 period, 43,704 job applicants were registered as economically disadvantaged with the Washington State Employment Security Department (Table 14). This amount to 32.0 percent of the total number of job applicants over this period. Characteristics of the disadvantaged reveal that 60.1 percent were males and 39.9 percent were females. This compares with a 59.7 percent male and 40.3 percent female breakout for all employment service job applicants.

Nonwhites accounted for 5.7 percent of the state population in 1978 and 1979. However, among disadvantaged job applicants, 23.2 percent were nonwhite. A higher percentage of the disadvantaged than of all applicants had less than a high school education -- 36.3 compared to 28.3 percent. Spanish surname was one of the most over-represented groups among the disadvantaged. In 1978, 2.4 percent (same in 1979) of the state population was Spanish surname, compared with 5.0 percent of the disadvantaged. The 45 years or older characteristic is one which is under-represented among the disadvantaged -- 9.7 percent compared with 10.5 percent for all applicants. For this age group, many who registered for work have been laid off from high paying jobs and have had an income above the poverty level for the preceding 12 months.

A substantial portion of the economically disadvantaged job applicants receive cash payments from public assistance. Many of these individuals, including elderly persons, are capable of working but cannot find work or cannot earn more than the poverty level income

TABLE 13

SEVENTY PERCENT OF THE LOWER LIVING STANDARD INCOME LEVEL GUIDELINES WASHINGTON STATE, 1980

Area	Family Size 1	2	3	4	5	6	Each Additional
King-Snohomish Cosortium	$3,510	$5,750	$7,890	$9,740	$11,490	$13,440	$1,950
Spokane Consortium							
Clark County							
City of Tacoma							
Balance of Pierce County							
Yakima County							
Metropolitan BOS	$3,340	$5,470	$7,510	$9,270	$10,940	$12,790	$1,850
Benton County							
Cowlitz County							
Franklin County							
Grays Harbor County							
Kitsap County							
Skagit County							
Whatcom County							
Thurston County	$3,410	$5,590	$7,680	$9,480	$11,190	$13,080	$1,890
Non-Metropolitan BOS							

NOTE: No adjustments to these levels are necessary, since they have already been adjusted by multiplying the lower living standard income levels by seventy percent.

Non-Metropolitan Balance of State includes the following counties:

Adams
Asotin
Chelan
Clallam
Columbia
Douglas
Ferry
Garfield
Grant
Island
Jefferson
Kittitas
Klickitat
Lewis
Lincoln
Mason
Okanogan
Pacific
Pend Oreille
San Juan
Skamania
Stevens
Wahkiakum
Walla Walla
Whitman

TABLE 14

CHARACTERISTICS OF DISADVANTAGED JOB APPLICANTS REGISTERED WITH THE WASHINGTON STATE EMPLOYMENT SECURITY DEPARTMENT OCTOBER 1979 THROUGH MARCH 1980

	Total	Percent of Total
Total Disadvantaged Job Applicants	43,704	100.00
Male	26,276	60.1
Female	17,428	39.9
Minority Groups	10,152	23.2
Black	3,535	8.1
American Indian & Alaskan Native	1,527	3.5
Asian & Pacific Islands	2,196	5.0
Handicapped	2,930	6.7
Veterans	9,030	20.7
Vietnam Era	3,465	7.9
Under Age 22	10,939	25.0
45 Years or Older	4,237	9.7
Less Than High School Education	15,878	36.3

on their current jobs. Over the October 1979 to February 1980 period, 12,485 new applications for work were from individuals on welfare. This amounted to 11 percent of the total new work applications for this period. It is estimated that 124,000 public assistance recipients may require some form of employment-related services during fiscal 1981. This estimate is broken into the following categories:

Total FY 1981	124,000
Aid to Families with Dependent Children-Regular	22,000
Aid to Families with Dependent Children-Employable	12,000
Non-Continuing General Assistance	23,000
Non-Assistance Food Stamp Program	67,000

Persons in the AFDC-employable categories are mandatory registrants for the Work Incentive Program (WIN) in counties that have WIN programs. WIN is a federal program which provides placement, training, and employment services to AFDC recipients. AFDC-Regular recipients may volunteer for the WIN program but are not required by legislation to register. Many of these individuals need employment help.

The number of persons estimated for the AFDC-Regular caseload excluded mothers with children under six years of age. However, some of these individuals may also volunteer for the WIN program or other employment-related services.

Data on the characteristics of both regular and employable recipients of Aid to Families with Dependent Children are summarized in Table 15.

Over-representation of minorities among the economically disadvantaged is also pointed up by data on income, weeks worked, and unemployment rates. According to the 1970 Census of Population, the 1969 median income for males 16 years of age and over with earnings was $8,516 for whites; $6,779 for Blacks, $6,371 for Spanish surnamed; and $3,822 for Native Americans. For females 16 years of age and over with earnings, the 1969 median was $3,783 for whites, $3,943 for Blacks; $2,685 for Spanish surnamed; and $1,569 for Native Americans. The median for Black females was greater than for white females, but Black women worked more weeks than white women. Of the Black women aged 25 through 39 who were employed, 30 percent worked 50 to 52 weeks in 1969 while 21 percent of all white women in the same age group who were employed worked 50 to 52 weeks. Moreover, while 71 percent of all Black women aged 25 through 39 were employed in 1969, only 55 percent of all white women in that age group were employed. The greater labor force participation of Black women is likely a reflection of the fact that Black males earn less and have a greater incidence of unemployment than white males. In order to maintain an adequate family income, it is necessary for many Black women to work.

Proportionately fewer Black males worked in 1969 than white males, and they worked fewer weeks. Of Black males aged 25 through 64 who

TABLE 15

CHARACTERISTICS OF AID TO FAMILIES WITH DEPENDENT CHILDREN RECIPIENTS REGULAR AND EMPLOYABLE 1/ WASHINGTON STATE, MARCH 1979

Characteristic	Percent of Total	
	Regular	Employable
Sex--Head of Household		
Male	1.7	81.5
Female	98.3	18.5
Race of Payee		
White	79.2	87.4
Black	12.0	4.3
American Indian or Alaskan Native	6.3	4.4
Asian - Pacific Islander	1.4	2.1
Unknown	1.1	1.8
Payee's of Hispanic Origin or Descent		
Mexican	2.0	9.2
Other Hispanic	.9	.5
Not of Hispanic	94.0	85.8
Unknown	3.1	4.4
Normal Occupation--Head of Household		
Farm	1.1	10.0
Service	27.1	8.4
Blue Collar	9.6	56.6
White Collar	26.0	8.2
Unknown Work	11.1	8.4
Unknown Whether Ever Employed	16.0	6.0
Never Employed	9.1	2.5
Current Employment Status--Head of Household		
Full Time	11.1	10.5
Part Time	6.0	5.3
Incapacitated	4.3	4.3
Needed In Home	36.5	7.1
Attending School	6.6	2.7
Awaiting Recall	.6	2.1
Seeking Work	7.7	55.2
Not Seeking Work	25.1	9.2
Unknown	2.3	3.6

1/ The 1979 AFDC Characteristics Study was derived from a sample of the March 1979 AFDC caseload by the Office of Research, DSHS.

TABLE 15 (continued)

Characteristic	Percent of Total	
	Regular	Employable
Most Recent AFDC Opening		
1970 or Earlier	4.4	1.0
1971-1975	20.8	6.5
1976	11.4	3.7
1977	12.8	10.3
1978	40.2	51.3
Jan., Feb. 1979	10.3	27.4
Unknown	.3	.0
Received AFDC In Washington Prior to Most Recent Opening		
Yes	48.4	61.1
No	41.6	30.2
Unknown	10.0	8.7
Residence		
In SMSA County		
City of 500,000 to 1,000,000	7.1	1.1
City of 250,000 to 500,000	16.8	10.1
City of 100,000 to 250,000	20.2	18.1
City of Under 100,000	9.4	17.6
Outside Central City, Urban (2,500+)	15.7	16.5
Outside Central City, Rural (-2,500)	5.7	5.5
Not in SMSA County		
Urban (2,500+)	17.7	17.9
Rural (-2,500)	7.4	13.1

were employed in 1969, 61 percent worked 50 to 52 weeks while 72 percent of white males in that age group worked at least 50 weeks. In addition, 11.4 percent of the Black males in that age group did not work in 1969, while only 5.2 percent of the white males aged 25 through 64 did not work in 1969. The reason for the difference in work experience between Black and white males was probably related to opportunity. Unfortunately, it is still more difficult for Black men than white men to find employment. In addition, the jobs Black men find are likely to be less stable.

8. Characteristics of Individuals Other Than the Economically Disadvantaged

Although the economically disadvantaged are of special concern because they face many barriers to finding and retaining suitable employment, the majority of individuals requiring employment and training services are not disadvantaged. Some of these individuals are without suitable employment for a few weeks, while others may be jobless for months, depending on economic conditions. Many residents become unemployed each year because they are employed in seasonal industries; e.g., logging or construction, but the degree of hardship they suffer from unemployment varies considerably. Unlike many of the economically disadvantaged, though, they are eligible for unemployment compensation. An indication of the size of the nondisadvantaged group can be gauged by a look at data from the state unemployment insurance regular entitlement program.

Unemployed individuals who received at least one unemployment insurance payment during 1979 numbered 140,748. While not an exact measure of duration, the ratio of weeks compensated to first payments was 13.5. Of the individuals drawing benefits, 25,453 exhausted their regular entitlements during the year.

The average weekly benefit amount in 1979 started at $95.59 for January, dipped gradually downward to a low of $94.74 during August and then moved upward to peak at $105.58 in December. The maximum weekly benefit amount (WBA) was $128 at the beginning of 1979 and rose to $137 in July 1979. The maximum WBA will increase by several dollars in July 1980, but the exact amount is, at this time, not known.

Characteristics of nondisadvantaged job applicants show that 10.7 percent were minority group members (Table 16) versus 23.2 percent minorities among the disadvantaged (Table 14). A comparison of the less than high school education characteristics reveals that the nondisadvantaged have a much lower percentage of individuals who do not finish high school than the disadvantaged -- 24.5 percent to 36.3 percent. Spanish-Americans accounted for 5.0 percent of the disadvantaged but only 4.5 percent of the non-disadvantaged. Blacks made up 8.1 percent of the disadvantaged compared with 3.2 percent of the nondisadvantaged. There was little difference in the age, sex, and veteran status composition of the two groups.

TABLE 16

CHARACTERISTICS OF NONDISADVANTAGED JOB APPLICANTS REGISTERED WITH THE WASHINGTON STATE EMPLOYMENT SECURITY DEPARTMENT OCTOBER 1979 THROUGH MARCH 1980

	Total	Percent of Total
Total nondisadvantaged job applicants	92,696	100.0
Male	55,168	59.5
Female	37,528	40.5
Minority group	9,913	10.7
Black	2,985	3.2
American Indian & Alaskan Native	1,641	1.8
Asian & Pacific Island	1,485	1.6
Hispanic	4,214	4.5
Handicapped	3,027	3.3
Veterans	16,072	17.3
Vietnam Era	7,124	7.7
Under age 22	24,942	26.9
45 years or older	10,295	11.1
Less than high school education	22,700	24.5

9. Barriers to Employment of the Disadvantaged

The major barrier confronting disadvantaged individuals in securing employment is a scarcity of employment opportunities. With experienced, fully-qualified workers often willing to accept jobs below their skill level until more suitable openings arise, prospects for the disadvantaged workers are lessened considerably. Even in relatively prosperous periods, however, noneconomic factors often serve as major barriers to finding and holding a job for disadvantaged individuals. These factors include child care and transportation problems; lack of education; job experience and/or job training; physical and mental handicaps; age and minority group status. Many disadvantaged individuals must overcome more than one of these factors before becoming employed.

Many of the disadvantaged are welfare recipients, female heads of household, minority group members, handicapped individuals, and persons with less than a high school education. For many female heads of household, securing satisfactory child care arrangements is a significant problem. To offset the resulting costs and make employment financially worthwhile, they must find full-time jobs at reasonable wages. Unfortunately, many jobs open to women with little education or experience provide an income little greater, if as great, as welfare benefits when child care, transportation and other job-related expenses are taken into consideration.

Minority group members still have greater difficulty securing suitable employment than others, although legislation and greater social awareness have reduced discrimination in recent years. A large proportion of the Native American population faces the additional handicap of being located on reservations remote from potential employment and training facilities.

Physically or emotionally handicapped persons also face a disadvantage in securing employment, although most do not have handicaps which affect job performance. National advertising with emphasis on paraplegics and amputees gives many people the impression that mobility and manipulative skills of all handicapped people are impaired, which is not the case. Even those confined to wheelchairs are quite capable of meeting the high job performance standards. Often, though, architectural features at their job site, such as stairways and narrow doorways, act as barriers to their employment. Recent legislation, however, governing the construction of new public buildings requires that provisions be made for access by such handicapped individuals.

Many young persons also have more than the usual amount of difficulty in finding a job. Over 26 percent of the total job seekers at Employment Security offices are under age 22. Youth entering the job market lack the years of training or experience their older competitors have acquired. With an increasingly technical society, there has been a decrease in demand for unskilled labor. In the past, these positions provided opportunities for unskilled youth to enter the labor force and acquire skills on the job.

The entrance requirements for apprenticeships that are set by joint labor-management committees create problems for disadvantaged youth. Hiring specifications usually include an age limit, a high school diploma or equivalent, the ability to meet the norms on aptitude tests, and physical attributes which may not be necessary for successful job performance.

A major characteristic of the disadvantaged is a low educational attainment level. Approximately 36 percent of the disadvantaged job applicants at local job service centers did not graduate from high school. Although high school graduation may be necessary for certain jobs, for many it is not required to perform the assigned tasks well. Employers should review hiring requirements which stipulate educational levels so that the requirements are not unnecessary barriers.

APPENDIX I

CETA PRIME SPONSORS
WASHINGTON STATE

1. King-Snohomish Manpower Consortium which serves all of King and Snohomish counties;

2. Spokane City-County Manpower Consortium which serves all of Spokane County;

3. City of Tacoma which serves that city;

4. Pierce County which serves the county exclusive of the City of Tacoma;

5. Thurston County which serves the entire county;

6. Clark County which serves the entire county;

7. Kitsap County which serves the entire county;

8. Yakima County which serves the entire county;

9. Balance of State (BOS) which serves all areas in the state not served by other prime sponsors. Included are the counties of:

Adams
Asotin
Benton
Chelan
Clallam
Columbia
Cowlitz
Douglas
Ferry
Franklin
Garfield
Grant
Grays Harbor
Island
Jefferson
Kittitas
Klickitat
Lewis
Lincoln
Mason
Okanogan
Pacific
Pend Oreille
San Juan
Skagit
Skamania
Stevens
Wahkiakum
Walla Walla
Whatcom
Whitman

BASIC PLANNING TABLE
FISCAL YEAR 1981
WASHINGTON STATE

		Total Population Planning Year 1981	Estimated number of persons potentially eligible for CETA Programs	Estimated number of persons unemployed for 15 Weeks or More	Estimated number of persons 14 and over whose family income is less than OMB poverty Guidelines	Estimated number of persons receiving AFDC or State General Assistance
TOTAL:		4,201,700	299,900	144,880	391,400	73,242
DEMOGRAPHIC GROUPS						
Sex	Male	2,101,900	135,000	80,336	162,100	17,246
	Female	2,099,800	164,900	64,544	229,300	55,996
Age	19 and Under	1,318,100	127,300	17,212	75,900	17,527
	20 - 21	174,300	31,300	14,343	29,400	5,848
	22 - 44	1,521,400	112,300	97,417	169,400	44,159
	45 - 54	384,300	19,700	10,113	26,200	3,885
	55 and Over	803,600	9,300	5,795	90,500	1,823
Race/ Ethnic Group	White (not including Hispanic)	3,856,400	227,864	109,515	297,386	57,848
	Black (Not including Hispanic)	95,000	25,342	12,344	33,073	6,823
	Hispanic	102,900	26,481	13,039	34,561	3,204
	American Indian or Alaskan Native	56,700	9,297	4,636	12,133	2,713
	Asian or Pacific Islander	77,700	10,916	5,346	14,247	1,170
	Other	13,000				213
	INA					1,271

ESTIMATED PERCENTAGE DISTRIBUTION BY SEX, SELECTED AGE GROUPS, AND RACE/ETHNIC GROUPS OF PERSONS ELIGIBLE FOR EACH CETA PROGRAM,

Washington State, Fiscal Year 1981

	DEMOGRAPHIC GROUPS	Title II-B & Title VII 1/	Title II-D & Title VI 2/	SYEP 3/	YETP 3/	YCCIP 4/
SEX:	Male	43.1	34.1	46.1	54.8	55.7
	Female	56.9	65.9	53.9	45.2	44.3
AGE:	14-15			23.5		
	16-19			35.2	53.4	
	19 and under	11.8	19.9			
	20-21	9.9	8.6	41.3	46.6	
	22-44	67.5	62.6			
	45-54	6.9	5.9			
	55 and over	3.9	3.0			
RACE/ ETHNIC GROUP:	White (non-Hispanic)	76.0	78.9	77.7	77.7	91.9
	Black (non-Hispanic)	8.5	9.2	8.5	8.5	5.1
	Hispanic	8.8	6.0	7.5	7.5	0.4
	American Indian or Alaskan Native	3.1	3.6	3.1	3.1	2.2
	Asian or Pacific Islander	3.6	2.3	3.2	3.2	0.4

1/ Distribution by sex is from CPS state estimates of persons eligible for Titles II-B and VII. Distributions by age and race are derived from data on total economically disadvantaged applicants, Employment Security Automated Reporting System (ESARS), FY 1979.

2/ Percentages are a distribution of the sum of those receiving public assistance and 25 percent of the long-term unemployed (see Basic Planning Table).

3/ Distribution is derived from data on economically disadvantage youth, ESARS, FY 1979.

4/ Distribution is derived from data on total youth applicants, aged 16-21, ESARS, FY 1979.

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